

Benchmarks on how companies managed downsizing effectively

The emotional hurt of downsizing cannot be eliminated totally but the long-term damage to your organization can be minimized.

The best practices to implement downsizing successfully

1. Plan in advance
2. The active involvement of executives
3. Take a strategic approach
4. Use multiple techniques
5. Build trust by continuing communications
6. Take care of the survivors
7. Require business plans from various departments
8. Monitor the progress

Advantages and disadvantages of downsizing for employees

Advantages	Disadvantages
Severance Pay	Psychological Effect
Alternative Employment	Financial Consequences

Advantages and disadvantages of downsizing for a company

Advantages	Disadvantages
Re-evaluation of company's business process	Financial consequences
Control of management	Legal problems
	Decrease in productivity and creativity